

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
32-CA-205351	8-30-2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Google, Inc., a subsidiary of Alphabet, Inc.		b. Tel. No. 650-253-3640
		c. Cell No. 415-867-5506
d. Address (street, city, state ZIP code) 1600 Amphitheater Parkway Mountain View, CA 94043-1351	e. Employer Representative Jennifer Blackstone, Senior Counsel	f. Fax No.
		g. e-Mail jblackstone@google.com
		h. Dispute Location (City and State) Mountain View, CA
i. Type of Establishment (factory, nursing home, hotel) Technology	j. Principal Product or Service Internet search engine	k. Number of workers at dispute location 30,000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since in or about June 2017, the above-named Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening employees because of their protected concerted activities and by making threats of unspecified reprisals against employees because of their protected concerted activities.

On or about (b) (6), (b) (7)(C) 2017, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities and/or in order to discourage protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge.		Tel. No.
(b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) an Individual		Fax No.
(b) (6), (b) (7)(C) (person making charge)		e-Mail (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Date: Aug 30, 2017

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 32  
1301 Clay St Ste 300N  
Oakland, CA 94612-5224

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (510)637-3300  
Fax: (510)637-3315



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August 30, 2017

JENN BLACKSTONE, SENIOR COUNSEL  
GOOGLE, INC., A SUBSIDIARY OF ALPHABET, INC.  
1600 AMPHITHEATRE PKWY  
MOUNTAIN VIEW, CA 94043-1351

**Re: Google, Inc., a subsidiary of Alphabet, Inc.  
Case 32-CA-205351**

Dear Ms. Blackstone:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Alexander M. Hajduk whose telephone number is (510)671-3024. If this Board agent is not available, you may contact Supervisory Attorney Catherine Ventola whose telephone number is (510)671-3049.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your

August 30, 2017

position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



Valerie Hardy-Mahoney  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

August 30, 2017

cc:     CAMERON W. FOX, ATTORNEY AT LAW  
         PAUL HASTINGS LLP  
         515 SOUTH FLOWER STREET, 25TH FLOOR  
         LOS ANGELES, CA 90071

         ANKUSH DHUPAR, ATTORNEY AT LAW  
         PAUL HASTINGS LLP  
         515 SOUTH FLOWER STREET, 25TH FLOOR  
         LOS ANGELES, CA 90071

         J. AL LATHAM, ATTORNEY AT LAW  
         PAUL HASTINGS LLP  
         515 SOUTH FLOWER STREET, 25TH FLOOR  
         LOS ANGELES, CA 90071



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

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Fax: (510)637-3315



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August 30, 2017

(b) (6), (b) (7)(C)

**Re: Google, Inc., a subsidiary of Alphabet, Inc.  
Case 32-CA-205351**

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on August 30, 2017 has been docketed as case number 32-CA-205351. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Alexander M. Hajduk whose telephone number is (510)671-3024. If this Board agent is not available, you may contact Supervisory Attorney Catherine Ventola whose telephone number is (510)671-3049.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

August 30, 2017

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Valerie Hardy-Mahoney". The signature is written in a cursive, flowing style.

Valerie Hardy-Mahoney  
Regional Director

cc: HARMEET K. DHILLON, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET, SUITE 700  
SAN FRANCISCO, CA 94108

GREGORY R. MICHAEL, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET, SUITE 700  
SAN FRANCISCO, CA 94108

RAVDEEP S. GREWAL, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET, SUITE 700  
SAN FRANCISCO, CA 94108



DocuSign Envelope ID: 7BAC257E-5DFF-4382-83DE-FD2AB6941CF5

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

32-CA-205351

10-30-2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Google, Inc., a subsidiary of Alphabet, Inc.		b. Tel. No. (213)-683-6301
		c. Cell No.
d. Address (street, city, state ZIP code) 1600 Amphitheatre Pkwy, Mountain View, CA 94043-1351	e. Employer Representative Cameron Fox, Counsel for the Employer	f. Fax No. (213)-996-3301
		g. e-Mail cameronfox@paulhastings.com
		h. Dispute Location (City and State) Mountain View, CA
i. Type of Establishment (factory, nursing home, hotel) Technology	j. Principal Product or Service Internet search engine	k. Number of workers at dispute location 30,000

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2017, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities and/or in order to discourage protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By (signature of representative or person making charge)

(b) (6), (b) (7)(C) an Individual

Print Name and Title

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 10/25/2017

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



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October 31, 2017

(b) (6), (b) (7)(C)

Re: **Google, Inc., a subsidiary of Alphabet, Inc.**  
**Case 32-CA-205351**

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Examiner Alexander M. Hajduk whose telephone number is (510)671-3024. If the agent is not available, you may contact Supervisory Attorney Catherine Ventola whose telephone number is (510)671-3049.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence



October 31, 2017

submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

A handwritten signature in black ink that reads "Valerie Hardy-Mahoney". The signature is written in a cursive, flowing style.

Valerie Hardy-Mahoney  
Regional Director

cc: HARMEET K. DHILLON, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET, SUITE 700  
SAN FRANCISCO, CA 94108

GREGORY R. MICHAEL, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET, SUITE 700  
SAN FRANCISCO, CA 94108

RAVDEEP S. GREWAL, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET, SUITE 700  
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October 31, 2017

JENN BLACKSTONE, SENIOR COUNSEL  
GOOGLE, INC., A SUBSIDIARY OF ALPHABET, INC.  
1600 AMPHITHEATRE PKWY  
MOUNTAIN VIEW, CA 94043-1351

**Re: Google, Inc., a subsidiary of Alphabet, Inc.  
Case 32-CA-205351**

Dear Ms. Blackstone:

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Examiner Alexander M. Hajduk whose telephone number is (510)671-3024. If the agent is not available, you may contact Supervisory Attorney Catherine Ventola whose telephone number is (510)671-3049.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

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October 31, 2017

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Very truly yours,

A handwritten signature in black ink that reads "Valerie Hardy-Mahoney". The signature is written in a cursive, flowing style.

Valerie Hardy-Mahoney  
Regional Director

Enclosure: Copy of first amended charge

cc: CAMERON W. FOX, ATTORNEY AT LAW  
PAUL HASTINGS LLP  
515 SOUTH FLOWER STREET, 25TH FLOOR  
LOS ANGELES, CA 90071-2228

ANKUSH DHUPAR, ESQ.  
PAUL HASTINGS LLP  
515 S FLOWER ST FL 25  
LOS ANGELES, CA 90071-2228

J. AL LATHAM, ATTORNEY AT LAW  
PAUL HASTINGS LLP  
515 SOUTH FLOWER STREET, 25TH FLOOR  
LOS ANGELES, CA 90071-2201

EMILY ERDMAN, ESQ.  
PAUL HASTINGS, LLP  
101 CALIFORNIA STREET  
FORTY-EIGHTH FLOOR  
SAN FRANCISCO, CA 94111



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

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January 23, 2018

HARMEET K. DHILLON, ESQ.  
GREGORY R. MICHAEL, ESQ.  
RAVDEEP S. GREWAL, ESQ.  
DHILLON LAW GROUP, INC.  
177 POST STREET  
SUITE 700  
SAN FRANCISCO, CA 94108

(b) (6), (b) (7)(C)

Re: Google, Inc., a subsidiary of Alphabet, Inc.  
Case 32-CA-205351

Dear Mr. Dhillon, Mr. Michael, Mr. Grewal, and (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

VALERIE HARDY-MAHONEY  
Regional Director

cc: JENN BLACKSTONE, SENIOR  
COUNSEL  
GOOGLE, INC., A SUBSIDIARY OF  
ALPHABET, INC.  
1600 AMPHITHEATRE PKWY  
MOUNTAIN VIEW, CA 94043-1351

CAMERON W. FOX, ATTORNEY AT  
LAW  
ANKUSH DHUPAR, ESQ.  
J. AL LATHAM JR., ATTORNEY AT  
LAW  
PAUL HASTINGS LLP  
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